

# Billings JSEC Annual Business Seminar

## *“INVESTED TEAM MEMBERS ADVANCE YOUR ORGANIZATION”*

*What you will learn....*

- *Learn effective communication skills to keep your employees dedicated to your organization*
- *How unengaged employees create challenges for management*
- *Preventing termination due to a lack of communication*
- *How unemployment claims have a direct effect on your organization*



### Billings JSEC Business Seminar:

**When:** Tuesday April 23, 2013

**Time:** 7:45 – 8:20am Registration

8:30 – 10:00am – Session One

10:00 - 10:20am Break

10:30am – Noon – Session Two

**Where:** Big Horn Resort Convention Center

**Cost:** \$50 per person

\$40 per person for 3 or more people

from same company.

\$40 per person for Non-Profit

Organizations and government offices

**\*\*HRCI recertification credits are pending**

**Registration will begin on March 18, 2013.**

**For more information, go to:**

[www.employbillings.com](http://www.employbillings.com) and click on

**“JSEC Annual Business Seminar”**



**Session One:** 8:30am – 10:00am

#### ***“Unemployment Insurance: What employers need to know”***

**Speaker:** Lorreen Kennedy, Charging Unit Manager  
Montana Unemployment Insurance

Lorreen was a successful small business owner in Montana for over 10 years and brings valuable insight and knowledge regarding the challenges that management/business owners face with personnel and increasing unemployment costs. Since 2003, Lorreen Kennedy has held several positions with the State of Montana including Training & Development Specialist.

**Session Two:** 10:30am – Noon

#### ***“Developing Your Coaching Skills: The Secret to Having Engaged and Committed Employees”***

**Speaker:** Ann Clancy, Ph.D., President  
Clancy Consultants, Inc.

Ann Clancy, Ph.D., specializes in executive coaching, consulting in organizational change, qualitative research, and coach training. She is co-founder of Appreciative Coaching, an evidence-based coaching approach, and co-author of *Appreciative Coaching: A Positive Process for Change*. She brings more than 25 years of successful experience to her work with multiple industries including education, energy, engineering, financial services, healthcare, natural resources, non-profits, publishing, retail, transportation, and federal, state and local government.